Table 1. Severn Deanery induction and refresher scheme activity — 2007–2012

<table>
<thead>
<tr>
<th>Time away from UK general practice, years</th>
<th>Total Number Assessed</th>
<th>Competent</th>
<th>Shortened scheme</th>
<th>Full Scheme</th>
<th>Fail</th>
</tr>
</thead>
<tbody>
<tr>
<td>2–5</td>
<td>17</td>
<td>5</td>
<td>7</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>5–10</td>
<td>17</td>
<td>1</td>
<td>6</td>
<td>9</td>
<td>1</td>
</tr>
<tr>
<td>&gt;10</td>
<td>13</td>
<td>0</td>
<td>1</td>
<td>4</td>
<td>8</td>
</tr>
</tbody>
</table>

MPL = medical performers list. Competent = passed comfortably with good scores in all domains. Letter of support for return to MPL. Shortened scheme = borderline result. Short, typically 6–13 week, attachment to training practice with workplace based assessments (WPBAs) before letter of support for return to MPL. Full scheme = weak scores with extensive learning needs. Full training programme (6 months) and comprehensive WPBAs before letter of support for return to MPL. Fail = learning needs beyond the scheme’s capacity and patient safety standards for supervised practice.

REFERENCES


DOI: 10.3399/bjgp13X662984

Work and health reforms unattainable?

The recent editorial encouraging the integration of occupational health and primary care1 was inspirational but seems a long way from any reality in England.

When Dame Carole Black reported her findings and proposals on work and health it was difficult to resist the rhetoric. Work is good for you in determining your self and worth as long as the work is ‘good’. Charles Handy2 describes the characteristics of organisations and individuals in organisations using four dimensions, four Greek Gods as their embodiment, and how the cultures they represent interact and have impact upon individuals within the organisation. He describes how social values and expectation have changed from the post war acceptance of authoritarian structures/organisations (The God Apollol. Increasingly we all want to be valued and have a share in the ‘fruits’ of our collective effort (The God Dionysius).

In the context of health and work, he describes how the great efficiency driver of Apollo, the bureaucratic organisation, so devalues the members that they resort to disruptive behaviour and demonstrate ill health. In Apollonian organisations, where members have little control or discretion about the work, the impact cannot be good,